

From: [Nathan Webber](#)
To: [Zintz Gina](#); [Nikki Rempel](#)
Cc: [Billie Williams](#); [Corissa Neufeldt](#); [Huber Dora A](#); [Tracy Webber](#)
Subject: RE: Expectations
Date: Tuesday, February 21, 2023 5:37:24 PM
Attachments: [image002.gif](#)

You don't often get email from nathan@webberfosterhomes.xyz. [Learn why this is important](#)

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It has been months since I have been spread thin. If anything, I have more time now than before. See below...

From: Gina Zintz <GZintz@co.marion.or.us>
Sent: Tuesday, February 21, 2023 2:39 PM
To: Nathan Webber <nathan@webberfosterhomes.xyz>; Nikki Rempel <nikki@webberfosterhomes.xyz>
Cc: Billie Williams <BWilliams@co.marion.or.us>; Corissa Neufeldt <CNeufeldt@co.marion.or.us>; Huber Dora A <DORA.A.HUBER@odhs.oregon.gov>; Tracy Webber <tracy@webberfosterhomes.xyz>
Subject: RE: Expectations

Thank you for responding Nathan. I certainly understand your need to seek dental care and want you to take care of yourself. However, my concern is the timing. It seems there are some potential loose ends at the homes right now.

Thank you for looking out for us. I value looking ahead for us and hearing from you what you observed.

There is not a resident manager in place at either of the adult homes.

Currently I am the one living in the home at [REDACTED]. Yes, there is not a resident manager currently due to me being it. Thus, the idea was I would cover like I had in the past years when I would be gone.

At [REDACTED] [REDACTED] is still the Manager she just is not living there with her kids. She will be there four night a week while other watch her kids. Thus, we are good to go for now and will later begin the process of finding a new Resident Manager if she cannot continue to do her job without the kids. We will keep you posted, and I am sure you will do your due diligence to insure we are doing everything we are supposed to.

When I was out at [REDACTED] on the evening of the 14th, there was a staff member there who reported being very new working alone at the

home with one resident.

Yes, he is newer. It was a staffing issue due to illness and someone not coming in due to being stuck out of town.

Additionally, that evening at [REDACTED] it was shared with me that one of the residents was gone 'working triage' for Dynamic Life. It is my understanding that their ISP team was not aware of this work/internship experience. Has this been resolved?

The guy in question has had a job for some time now. He was working while he was at Josiah's house for a Landscape place, and they knew almost everything in regard to him. The outfit he worked for was owned by the College Pastor at Peoples Church. They provided the supports he needed while he was at work.

The guy in question does not work for DL. He has applied with the HR Department, they told him if he could learn to do the paperwork, pass the OIS class, and a few other tests he then could job shadow with them for a few weeks then review after that to see if he would want the job.

He has done everything they asked. Passed all his test and OIS. He went out with the team to serve young people. He was teamed up with two other staff to join them and see if something like this was something he wanted to do and or could do. He has finished the job shadow and now has a week to think about if he wants to continue on as a intern. If he does, he will let his Case Manager know. In fact, they discussed it today. I have nothing to do with hiring or oversight of this young man. The team is aware of his situation and love working with him.

He is currently pondering what he wants to do and what direction....(His team knows that as of today when he updated them)

Another staff member also reported being very new at [REDACTED] that evening with two youth when I stopped by. [REDACTED] had gone out to pick up the other resident.

The supports need was in place and yes [REDACTED] went to pick up a kid.

I anticipate [REDACTED] moving over to the [REDACTED] home anytime, once the license is issued with her listed as the RM. Which will leave the [REDACTED] home without her.

Not an issue.

That is the same evening that it was discovered that the [REDACTED] home was over capacity. You later shared with me that the [REDACTED] RM had

moved her children in unbeknownst to you the week before.

This has been addressed and the kids are not there, and she will be there for her regular type daily shifts and at least four nights a week until we find this does not work. She wants to try to move ahead in this way.

It was also brought to my attention that you and Tracy were out of the country within the last 6-8ish weeks. Although, I was not notified and service coordinators who I checked in with had also not been notified prior. Were you out of the country?? When? Who was in charge and covering shifts at each home?

We were gone on trip. I have always let the team know when we are gone. Not sure as I write this what happened. I would have to go back and look. I usually send the info out to all the kids and adults' parents, DHS, IDD Caseworkers and Certifier's, and other related people that need to be in the know like the one you just received from us.

I know that you stay very busy and are working hard to engage people, supporting them in growth and success. I appreciate that about you. With that, I know that there are times that you can become spread very thin.

I am personally not stretched too thin. I have a great team in place with our Adults and with Dynamic Life. With Dynamic Life Inc things roll along without me well. I am not involved in the daily staff or employees; I deal more with the Admin Team and State / Counties.

I am certainly not able to tell you that you cannot travel. If you are choosing to travel please provide a detailed schedule for each home. Please include who is covering which shifts, each day as well as staffing to provide any typical 1:1 hour that are included in the support needs of each of the individuals in each home. Please provide to me as well as each service coordinator with the information applicable to the home that they support.

I will let you know what we decided on Wednesday late afternoon. If I go, I will provide everything in the last paragraph. Thank you for your time and energy you have put into all this.


- Nathan

I will be away from my desk this afternoon so please reply all if you have questions.

Thanks.

Gina

From: Nathan Webber <nathan@webberfosterhomes.xyz>
Sent: Tuesday, February 21, 2023 9:43 AM
To: Gina Zintz <GZintz@co.marion.or.us>; Nikki Rempel <nikki@webberfosterhomes.xyz>
Cc: Billie Williams <BWilliams@co.marion.or.us>; Corissa Neufeldt <CNeufeldt@co.marion.or.us>;
Huber Dora A <DORA.A.HUBER@odhs.oregon.gov>; Tracy Webber <tracy@webberfosterhomes.xyz>
Subject: RE: Expectations

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Gina,

You have been very clear where we stand. I do not understand why this is so different this time as compared to the past?

When could we chat today about all this.

Nothing ever happens when it's convenient, bummer! [REDACTED]
[REDACTED] we have paid for hotel, the surgery, and flights. It would be a huge bummer to reschedule this. The care of our guys is always at the forefront of our minds.

In the past when I have had two adult homes and a manager resigned to move with her boyfriend to the Midwest due to him being in the military. She quit one day and was gone the next. At that time, they required that I could show them that I had the house covered with the emergency person on the list and the nights covered by adequate staff.

At this point at [REDACTED] [REDACTED] willing to oversee the home, work in the home and be the "acting house manager" and we can show we have the nights covered with our regular team that does nights. She is not leaving us; she will keep working with our guys and us. (This has been the pattern three times – [REDACTED] - past house managers)

For [REDACTED] it would be just like I was going on vacation. I will not be gone for 16 days, only 9. We would staff it like we would if I was to go on vacation. Will this work? (This would be the normal flow in this case?)

Nathan

From: Gina Zintz <GZintz@co.marion.or.us>
Sent: Friday, February 17, 2023 1:49 PM
To: Nathan Webber <nathan@webberfosterhomes.xyz>; Nikki Rempel <nikki@webberfosterhomes.xyz>
Cc: Billie Williams <BWilliams@co.marion.or.us>; Corissa Neufeldt <CNeufeldt@co.marion.or.us>;
Huber Dora A <DORA.A.HUBER@odhs.oregon.gov>
Subject: Expectations

Hi there. Getting very concerned that I have not been clear enough about the expectations for [REDACTED]
[REDACTED] The requirement is that the provider (you, Nathan) are required to be in EACH home a minimum of four nights a week until resident managers are established. That means, a license has been received with the resident manager on it for EACH home. It is my understanding that due to [REDACTED] having to care for her children (and that putting [REDACTED] over capacity) it is no longer an option for her to continue serving as resident manager at [REDACTED] Currently that leaves both, [REDACTED] and the [REDACTED] home without resident managers and Nathan, you responsible for being in each home four nights a week. I am working diligently with the state to get the RM in place for [REDACTED] in hopes that this will provide relief and ensure that you are in compliance with the rule.

I did receive your email notification about leaving the county and I want to you understand that is simply not an option at this time.

Please confirm that you understand.

Gina Zintz
Licensing/Certification
Marion County CDDP
503-930-3368